

UNITED STATES CIVIL SERVICE COMMISSION
Office of the Executive Director
Interagency Advisory Group
1900 E Street, N. W.
Washington, D. C. 20415

Minutes of the Committee on
Labor-Management Relations
(IAG-190)
April 26, 1973

The meeting was chaired by L. David Korb, Deputy Director, Office of Labor Management Relations. Mr. Korb said that revised versions of the union dues withholding forms are at the printer. The revised forms permit the notation of stated six-month intervals for dues withholding cancellation, if agreed to by the parties, other than the previous March 1 and September 1 dates. Existing forms are to be used until the revised forms become available.

Mr. Korb called on a panel of IAG members consisting of Alan Shachter, Treasury Department, John Hankard, General Services Administration, and Tom Garnett, Department of the Navy, to lead a discussion on the state of labor-management relations within their agencies, and on progress and problems in negotiating agreements.

Mr. Shachter indicated that unions are becoming more informed as to what is being negotiated by others and are putting this information to use. Mr. Hankard noted that more substantive agreements are being negotiated, with a marked broadening in scope of matters negotiated in second generation agreements. He also indicated that "contracting out" concerns are being presented by unions in the course of negotiations. Mr. Garnett said that his agency has experienced in some instances a tendency to draw out negotiations, with some locals appearing to take a wait-and-see attitude. Most agreement negotiations, however, are proceeding at an expected pace. He also noted that the number of negotiability disputes is on the increase.

It was the consensus of the members that unions are more aware of the content of agreements between other unions and management, and that the quality of negotiations has somewhat improved by an increase in the level of competence in the negotiators themselves. There was also a general indication that more substantive issues are being raised in negotiations.

While there were few reported instances of union involvement through the negotiation process in EEO, Mr. Korb indicated that management should be concerned about union interest in and support for the EEO effort.

In summarizing the discussion, Mr. Korb said that it would be helpful for agencies to take a close look at their labor-relations programs to learn more of what is happening at the level of dealings with emphasis on positive accomplishments as well as problems.

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Anthony F. Ingrassia, Director, Office of Labor Management Relations, discussed several matters of interest to the Committee members. He said that the question had arisen as to per diem and travel for union negotiators. The general policy, as stated in the FLRC report to the President is to not provide per diem and travel for employees serving as union negotiators. Use of official time for negotiation is, of course, negotiable. Mr. Ingrassia also briefly reviewed the impact on the program of recent FLRC decisions.

Attendance

Korb, L. David (Chairman) (CSC)
Albright, Claude (FPC)
Becker, Ron (Fed. Hwy. Admin.)
Billy, Ignatius L. (Interior)
Buckley, Jack (FHLBB)
Busch, William C. (AID)
Coran, Paul M. (State)
Cornfeld, Leon (VA)
Dawson, Tom (FHLBB)
Feigenbaum, Charlie (IRS)
Gallagher, Owen P. (NASA)
Garnett, Tom (Navy)
Glassmyer, Irvin (USIA)
Green, Dave H. (DOD)
Hacker, Richard (HEW)
Hankard, John (GSA)
Hart, Wilson R. (DSA)
Huffine, Robert (DoT)
Johnston, Karen Lynne (HUD)
Larsen, Dave (GPO)
Lomax, Bert N. (NLRB)
Mackle, James W. (State)
Monihan, T. F. (HUD)
Owen, Jonathan P. (USIA)
Parker, Bill (GSA)
Perron Edward (NASA)
Richards, Dick (Labor)
Rogers, Van (SBA)
Russum, Robert (State)
Schrader, William J. (Army)
Seeger, A. M. (Nat'l Guard)
Sfreddo, Dino (Commerce)
Shachter, Alan (Treasury)
Washington, James R. (AID)
Weiss, Paul (Treasury)
Wilson, Don (OMB)
Withee, Bill (Justice)